

Keynote Speaker: David DeLong, PhD

Dr. David DeLong is president of David DeLong & Associates, a consulting firm specializing in knowledge retention and workforce development solutions. He is a research fellow at MIT AgeLab, where he conducts research on aging workforce issues; in addition, he serves as Adjunct Professor at Babson College. Dr. DeLong is the author of the widely praised book, *Lost Knowledge: Confronting the Threat of an Aging Workforce* and has spent 6 years studying the problem of changing workforce demographics and its impact on organizational performance. A former researcher at Harvard Business School and MIT's Sloan School, his work has appeared in numerous national publications. Dr. DeLong received a doctorate in organizational behavior from Boston University and a Master's of Public Administration degree from Harvard's Kennedy School of Government.



Dr. DeLong will focus on why an aging workforce poses a serious challenge for sustaining performance in the healthcare industry and will provide a framework for addressing problems. He will show what nursing leaders can do today to diagnose threats and overcome barriers, when to invest in leadership, workforce development, and knowledge retention initiatives to develop a highly skilled workforce in an era of major demographic change. Dr. DeLong will provide you tools to identify the costs and risks of not taking action today.

Recipient
Name
Address



South Dakota Board of Nursing
4305 S. Louise Avenue, Suite 201
Sioux Falls, SD 57106-3115

Standing at the Crossroads: What's Next for Nursing in South Dakota?



August 24, 2007

9:00 am – 3:30 pm

Sheraton Hotel & Convention Center

Meeting Room 11

1211 N. West Avenue; Sioux Falls, SD

2007
Nursing
Leadership
Coalition



The South Dakota Center for Nursing Workforce has gathered and analyzed nursing supply and demand information for a number of years. Now we need to ask ourselves "what's next"? Come see what the future of nursing might look like in South Dakota. Prepare to be challenged and to think differently, your view of the nursing workforce & shortage will never be the same.

Objectives

1. Analyze how the aging workforce & resultant turnover specifically impact performance.
2. Identify where your organization is most vulnerable to the loss of critical knowledge that results from retirements and mid-career turnover.
3. Discuss organizational barriers to overcome to develop a highly skilled nursing workforce.
4. Evaluate appropriateness to the work setting of various knowledge retention and knowledge transfer solutions.
5. Review the 2007 South Dakota nursing workforce data.
6. Describe current best practices and future methods to educate new nurses and help them better transition into nursing practice.
7. Discuss three scenarios charting the future of nursing in South Dakota.

Who should attend?

Nurses, Nursing Leaders, Advanced Practice Nurses, Educators, Government Officials, and Stakeholders interested in developing solutions & strategies for strengthening SD's nursing workforce.

Continuing Education

Application for contact hours has been made to CNE-Net, the education division of the North Dakota Nurses Association, an accredited approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. Please call Linda Young at the South Dakota Center for Nursing Workforce for more information about contact hours.

Agenda

8:30 am	Registration & Continental Breakfast
9:00 am	Confronting the Threats & Opportunities of an Aging Workforce: A Framework for Action <i>David DeLong</i>
10:30 am	Break
10:50 am	<i>David DeLong (Continued)</i>
12:00 pm	Lunch (provided)
1:00 pm	South Dakota's Nursing Workforce – 2007 <i>Linda Young</i> – SD Center for Nursing Workforce, SD BON
1:20 pm	Envisioning New Ways to Prepare Graduate Nurses to Meet Demand <i>Roberta Olson</i> – Dean, SDSU College of Nursing <i>June Larson</i> , Chair, USD College of Nursing
2:00 pm	Break
2:20 pm	Evolving Futures Impacting Healthcare Moderator – <i>Deb Soholt, Avera McKennan</i> Technofix – <i>Pat Herr, Avera McKennan, E-ICU</i> Pockets of Community – <i>Esther Preszler, CNP, Roscoe Family Care Center</i> – <i>Nancy Kertz, CNP, Ready Care</i> Road to Universal Healthcare – <i>Deb Fischer-Clemens, Avera Health</i>
3:30 pm	Evaluation & Adjourn

Nursing Leadership Coalition

Join us at the South Dakota Center for Nursing Workforce's first statewide Nursing Leadership Coalition. The goal of the *Nursing Leadership Coalition* is to convene South Dakota's nursing stakeholders to allow opportunities to dialog on nursing issues.

Maintaining a stable, skilled nursing workforce is essential to ensuring quality care and healthy patient outcomes, patient safety, and access to care in our state. A collaborative effort by nursing stakeholders is needed to create long-term solutions to ensure South Dakota has a nursing workforce prepared to care for our citizens in the future.

*For questions or for more information
please call Linda Young at 605-362-0671.*

2007 Nursing Leadership Coalition Registration

The registration fee is **\$50** per person, payable to the SD Board of Nursing by check or money order. Fee includes handouts, refreshments and lunch. **Deadline for registration is Monday, August 13, 2007.** Mail completed form and payment to: [South Dakota Board of Nursing](#)
4305 S. Louise Avenue, Suite 201
Sioux Falls, SD 57106-3115

Please type or print clearly.

Name: _____

Title: _____

Organization: _____

Address: _____

City: _____

State: _____ Zip: _____

Home Phone: _____

Cell: _____

E-mail: _____

Do you require a vegetarian meal? Yes / No

Do you require special accommodations? Specify:

Accommodations

A block of rooms has been reserved at the Sheraton Hotel; reserve by August 1, 2007 to receive special rate of \$79; when making a reservation indicate event name: Center for Nursing Workforce. 605-331-0100
www.sheratonsiouxfalls.com

Cancellation/Replacement Requests

Replacements/substitutes may attend in your place. Full refunds less a \$15 fee allowed in case of major family emergency.